Remuneration Committee - University of Roehampton

Annual Remuneration Statement

October 2025

Introduction

Under element III (transparency and accountability) of the CUC code on senior staff remuneration the following is stated.

"The process for setting remuneration must be transparent. For senior post holders there must be an institutional- level justification for remuneration that relates to the competitive environment, the value of the roles and institutional performance. The remuneration of the HoI (Head of Institution) must be separately justified, published and related to the remuneration of all staff within the organisation."

Principles

Under element III of the CUC code, each institution must publish a readily accessible annual statement, based on an annual report to its governing body, containing:

a) list of post-holders within the remit of Remuneration Committee.

b) membership of the Remuneration Committee.

c) its policy on the remuneration for post-holders within the remit of Remuneration Committee.

d) its choice of comparator institutions/organisations.

e) its policy on income derived from external activities.

f) the pay multiple of the HoI and the median earnings of the institution's whole workforce, illustrating how that multiple has changed over time and, if it is significantly above average, an explanation of why; and

g) an explanation of any significant changes.

Remuneration Committee 2024/25

1. Currently the post holders within the remit of the remuneration committee are the Vice-Chancellor, Deputy Vice-Chancellor, Commercial, Executive Director of Finance, and the Chief Operating Officer.

2. The membership of the remuneration committee is specified under clause 9.19 of the University Regulations, which can be found here.

3. A copy of our senior staff remuneration policy is available upon request.

4. The remuneration committee uses data from the annual Universities and Colleges Employers Association (UCEA) senior staff remuneration survey. Currently, main comparators used include remuneration data based on post 92 universities by institutional income of between £100m and £150m and universities located in London

and the Southeast. The remuneration committee also uses other comparator data where it considers it relevant in relation to a specific role.

5. The policy on income derived from external activities is detailed in the university's senior staff remuneration policy.

6. The pay multiple of the HoI and the median earnings of the institution's whole workforce is detailed in our annual financial statements, which can be found here.

Note on the pay of the Vice-Chancellor.

I. The Vice-Chancellor is currently a member of the Teachers' Pension Scheme (TPS). Since the Vice-Chancellor has been in post, the TPS employer contribution rate has increased from 16.48% to 23.68% in September 2019 and to 28.68% in April 2024. The employer contributions in respect of the Vice-Chancellor are paid at the same rate as for all TPS members.

II. The TPS is the predominant pension scheme for academic staff in post 92 universities. Pre 92 universities tend to have a greater level of participation at senior levels in the USS pension scheme (USS). The current employer contribution rate for USS is 14.5%, which is 14.13% lower than the TPS employer contribution rate.

The table below provides a summary of the Vice-Chancellor's pay for the 2023/24 financial year, together with the median earnings of the institution's whole workforce and the Vice-Chancellor's pay expressed as a multiple of that figure. Equivalent figures for previous financial years can be found in the institution's annual reports and accounts.

Financial Year 2023/24	**Pay £000**	**Median Pay £000**	**Multiple**
Basic	283	40	7.1
Remuneration including employer pension contributions and other taxable benefits	361	40.6	8.9

7. The Vice-Chancellor did not receive a pay award in the 2024/25 academic year.

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